

Surface Warfare Officer Community Brief



CAPT Kevin Kennedy
Director, Surface Officer Assignments
PERS-41



Agenda

- PERS-41 Mission
- Fleet Metrics
- What's new in the Fleet
- Career Progression and Milestones





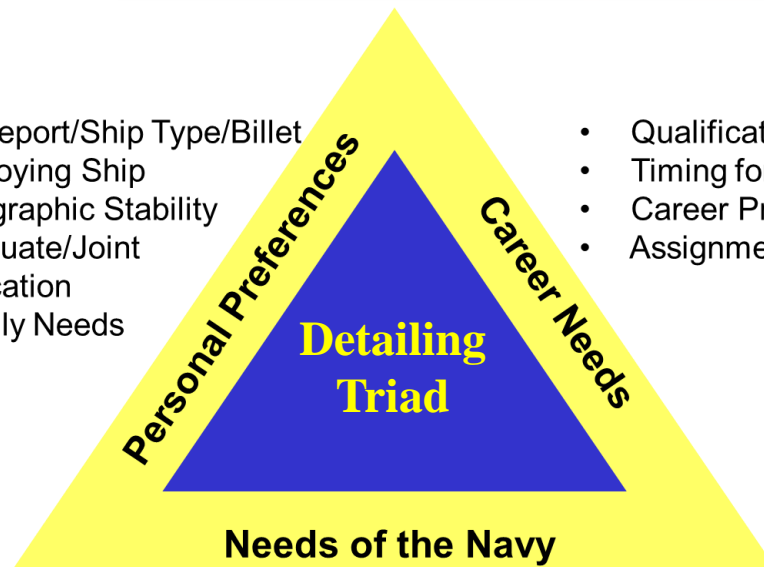
PERS-41 Mission

- Career Management
- Match talent to task
- Provide capable officers for all milestones
- Respond to Fleet needs



- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education
- Family Needs

- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity

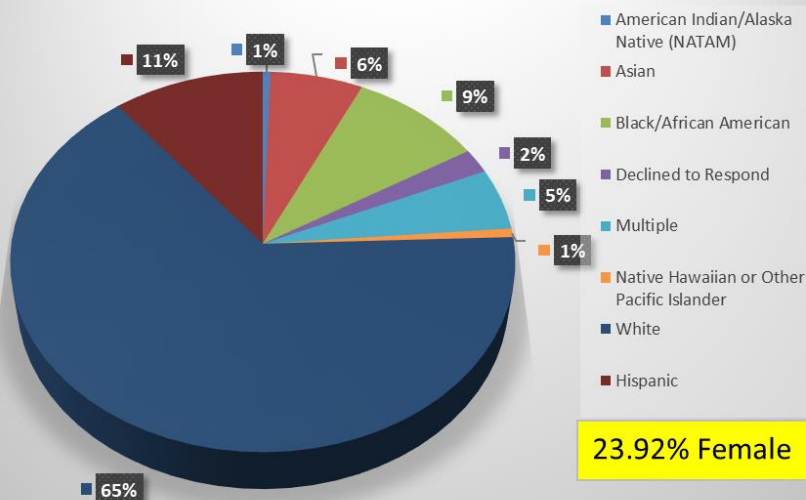


Building Strong Careers is our Job

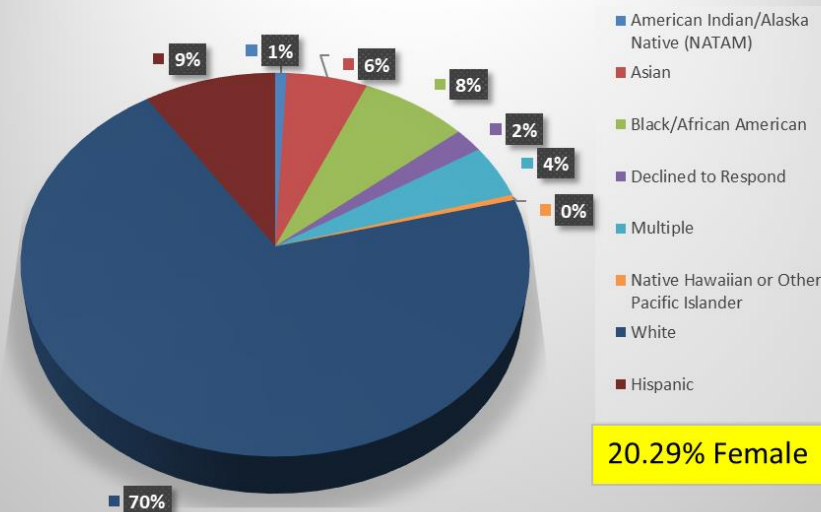


SWO Diversity vs. Navy-wide

All Surface Warfare Officer Diversity July 2021



All Navy Officer Diversity July 2021



Surface Warfare continues to lead diversity and inclusion in the Fleet!

| All SWO | JO | Ctrl Grade | Flag | All Off | |
|---------|--------|------------|--------|---------|---------------------------------|
| 0.53% | 0.48% | 0.68% | 0.00% | 0.80% | American Indian/Native American |
| 6.52% | 7.67% | 3.68% | 0.00% | 5.64% | Asian |
| 9.32% | 9.09% | 10.02% | 4.17% | 7.51% | Black/African American |
| 2.09% | 1.53% | 3.57% | 0.00% | 2.06% | Declined to Respond |
| 5.23% | 6.47% | 2.14% | 0.00% | 4.50% | Multiple |
| 0.73% | 0.80% | 0.56% | 0.00% | 0.47% | Hawaiian/Pacific Islander |
| 64.93% | 62.11% | 71.70% | 91.67% | 69.82% | White |
| 10.63% | 11.84% | 7.66% | 4.17% | 9.20% | Hispanic |
| 76.08% | 71.56% | 87.35% | 93.75% | 79.71% | Male |
| 23.92% | 28.44% | 12.65% | 6.25% | 20.29% | Female |



What's going on in Surface Warfare

- Midshipman Early Ship Selection Initiative option for COs – 3 per ship
 - Notify PERS-412 once Blue Chip has been activated
- Division Officer Sequencing Plan Updates
 - 24/27/30 month First Tour based on qualification timing
 - No MCM / CVN 1st Tour DIVOs
 - LCS 1st Tour DIVOs online
- Increased selectivity to serve as a DH
- First and only “Reward for Performance” bonus in DOD (DHRB)
 - DHRB payout schemes update
- No Staff Tours as milestones → Post DIVO / DH
- Increased flexibility for DH school start



What's going on in Surface Warfare

- Improved Ship Readiness Initiatives
 - CSO Fleet-Up open to all CRUDES
 - LSD CHENG billets shifted back to the LDOs
 - All CHENG billets now Single Longer Tour (SLT)
 - CHENG billets are no longer eligible for spot promotion (regardless of hull number)
 - LHD/LHA TRAINO moved to 1st Tour DH
- COs may select any DH to fleet-up to CSO or PTO, as applicable
 - Submit a written request to PERS-41
 - TYCOM standardized the PTO billet and BST
- All DESRON/PHIBRON DH billets are now post-DH tours
 - Additional manning at DESRON/PHIBRON through SLT DH Program
- CDR CMD Board look timing update

Driving Improved Readiness



Future Opportunities

- USVDIV ONE
 - FY-22
 - Operating under SURFDEVRON ONE
 - SEA HUNTER, MUSV, LUSV
- Light Amphibious Warship (LAW)
 - O-4 Command
 - FY-25
- FFG-62 CONSTELLATION CLASS
 - Highly-capable AEGIS fighting vessel
 - O-5 Command
 - FY-26





Career Progression and Milestones



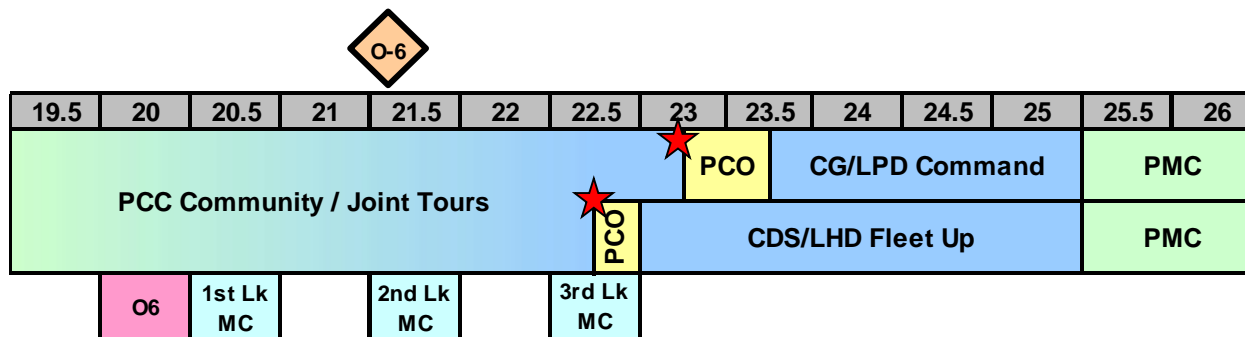
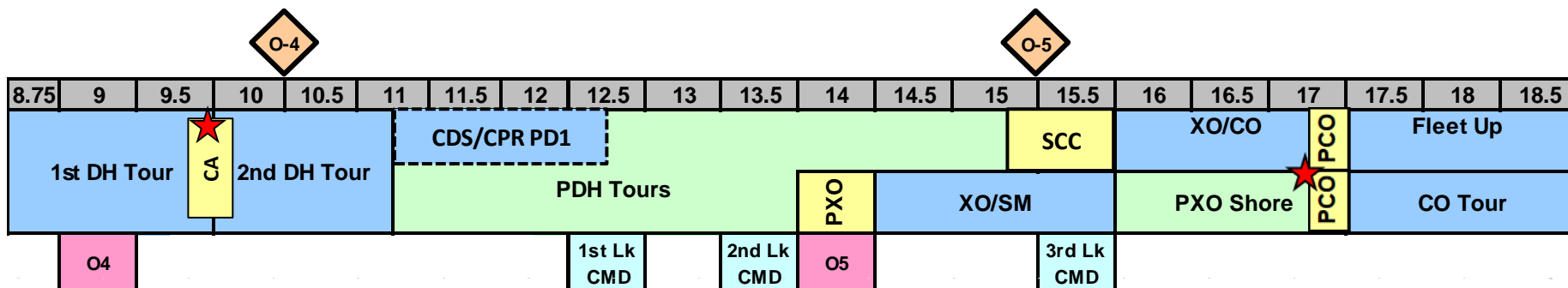
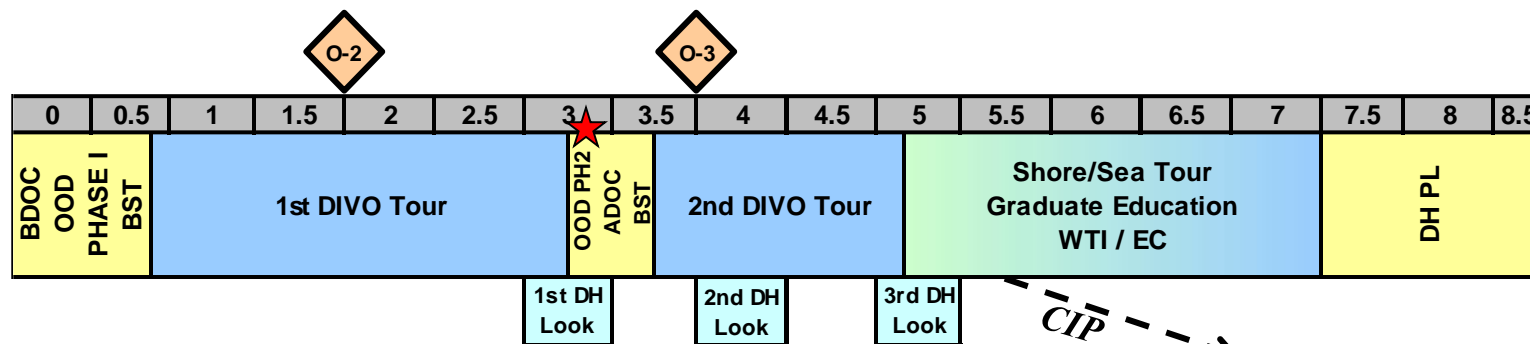


Career “Requirements”

- To be competitive for screening to Major Command an officer’s career needs:
 - Master’s degree
 - JPME Phase I
 - Community tour (e.g. OPNAV N95/96, SWSC, SWMDC, CNSP/L, PERS-41, etc.)
 - JPME Phase II / Joint tour
 - DC tour
- Nuclear trained officers (SWO(N)) and Warfare Tactics Instructors (WTI) require a production tour in their specialized fields in addition to the above items
- These requirements can be combined, and quite often are
 - e.g. OPNAV N95/96 are both community and DC tours, many NPS curricula are both a Master’s degree and JPME Ph I, a SMWDC production tour is also a community tour, etc.
- The SWO career has five notional opportunities to complete these requirements
 - 1x post-DIVO
 - 2x post-DH
 - 2x post-CDR CMD



SWO Career Path



Maximizing Our Time On Ships

★ = Go/No Go assessment



DIVO Slating Process

- 5 sea / shore slates per year
- 6-9 months from PRD for sea and shore – **OOD Letter** required
 - Screened for DH required to slate to shore
- Slate input includes:
 - Qualifications (OOD, EOOW)
 - FITREP performance (Best in-tour FITREP Individual TA vs. RSCA)
 - Preferences / CO input & assessment
- DIVO Tour lengths are between 24 and 30 months for first tour and 18 months for second tour
 - 24 month tour requires SWO qualification and submitted request prior to 18 months onboard
 - 27 month tour requires SWO qualification and submitted request prior to 21 months onboard
 - 30 month tour will be the standard unless otherwise requested
 - SWO-N DIVO tours remain 21 months and 28 months (nuclear tour)
- COs can still fleet up to 2nd Tour jobs...including WTI
 - The decision to fleet up **MUST** be made before slating
 - Can only be executed with 24/18 officers
- DESRON/PHIBRON are now post-DIVO tours



Increased Flexibility

- Option 1: Legacy Path
 - DH school start between YCS 7-8
 - Family planning windows during post-DV2 and post-DH2 shore tours

| Year | 2021 | | | | | | | | | | | | 2022 | | | | | | | | | | | | 2023 | | | | | | | | | | | | 2024 | | | | | | | | | | | | 2025 | | | | | | | | | | | |
|----------------|---------------|---|---|---|----------------------|---|---------------------------------|---|---------------------------|---|---|---|------|---|---|---|---|---|---|---|---------------------------|---|---------------------------------|---|-----------------|---|---|---|--------------------|---|----|---|---------------------------|---|---|---|------|---|------------------------|---|---|---|---|---|---|---|---|---|------|---|---|---|---|---|---|---|---|---|---|---|
| YCS | 0 | | | | | | | | | | | | 1 | | | | | | | | | | | | 2 | | | | | | | | | | | | 3 | | | | | | | | | | | | 4 | | | | | | | | | | | |
| | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D |
| 30/18 Timeline | | | | | 1DV Training | | | | 1st Division Officer Tour | | | | | | | | | | | | | | | | | | | | 2DV Training | | | | 2nd Division Officer Tour | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Year | 2026 | | | | | | | | | | | | 2027 | | | | | | | | | | | | 2028 | | | | | | | | | | | | 2029 | | | | | | | | | | | | 2030 | | | | | | | | | | | |
| YCS | 5 | | | | | | | | | | | | 6 | | | | | | | | | | | | 7 | | | | | | | | | | | | 8 | | | | | | | | | | | | 9 | | | | | | | | | | | |
| | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D |
| 30/18 Timeline | 2nd Divo Tour | | | | Post-Divo Shore Tour | | | | | | | | | | | | | | | | Possible DHC Start Window | | | | DHC + Follow on | | | | 1st Dept Head Tour | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | 18 Month Family Planning Window | | | | | | | | | | | | | | | | | | | | | | | | 1Z | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Year | 2031 | | | | | | | | | | | | 2032 | | | | | | | | | | | | 2033 | | | | | | | | | | | | 2034 | | | | | | | | | | | | 2035 | | | | | | | | | | | |
| YCS | 10 | | | | | | | | | | | | 11 | | | | | | | | | | | | 12 | | | | | | | | | | | | 13 | | | | | | | | | | | | 14 | | | | | | | | | | | |
| | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D |
| 30/18 Timeline | 1DH Tour | | | | F/U | | 2nd Dept Head Tour | | | | | | | | | | | | | | | | 1st Post-DH Shore Tour | | | | | | | | | | | | | | | | 2nd Post-DH Shore Tour | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | O4 | | | | | | | | | | 18 Month Family Planning Window | | | | | | | | | | CMD | | | | 1Z | | | | | | | | | | | | | | | | | | | | | | | |

- PRO: No change to existing career path or risk to statutory selection
- CON: Age gap between children, inflexible timing leads to officer retention challenges, reinforces status quo perception issues



Increased Flexibility

- Option 3: Early DH school start
 - DH school start between YCS 5-6
 - One optional post DV2 tour and extended P-DH tours

| Year | 2021 | 2022 | 2023 | 2024 | 2025 |
|----------------|-------------------------|---------------------------------|-------------------------|---------------------------|-------------------------|
| YCS | 0 | 1 | 2 | 3 | 4 |
| | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D |
| 30/18 Timeline | 1DV Training | 1st Division Officer Tour | 2DV Training | 2nd Division Officer Tour | |
| Year | 2026 | 2027 | 2028 | 2029 | 2030 |
| YCS | 5 | 6 | 7 | 8 | 9 |
| | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D |
| 30/18 Timeline | 2nd Divo Tour | DHC + Follow on | 1st Dept Head Tour | F/U | 2nd Dept Head Tour |
| | | | | | PD1 |
| | | | | | Planning Window |
| Year | 2031 | 2032 | 2033 | 2034 | 2035 |
| YCS | 10 | 11 | 12 | 13 | 14 |
| | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D | J F M A M J J A S O N D |
| 30/18 Timeline | 1st Post-DH Shore Tour | 2nd Post-DH Shore Tour | 3rd Post-DH Shore Tour | SCC Pipeline | |
| | O4 | 58 Month Family Planning Window | CMD | CMD | IZ |

- PRO: Increased geographic stability post DH, more time for community or joint tours
- CON: Less time for O-4 afloat HBO (mitigated by fleet up options), increased time between DH and XO/CO (mitigated by Post DH community waterfront tour)



Expanded Shore Opportunities...

for our MOST Talented JOs

- **FSEP (Fleet Scholar Education Program)**
 - Pursue advanced education at America's most prestigious institutions of their choosing (in CONUS). Degrees offered are Data Science, Engineering, Public Policy/Public Administration and Technology Innovation/Management.
- **GET (Graduate Education and Teaching)**
 - Apply to a university in the National Capital Region, pursue a one year Master's Degree in ANY concentration desired, and then teach that subject area at USNA for two years.
- **LEAD (Leadership Education and Development)**
 - Pursue a Master's Degree from NPS followed by a two year tour as a Company Officer at USNA.
- **TWI (Tours with Industry)**
 - The opportunity to work at Amazon, Google, LinkedIn, Apple, La Quinta, Walmart, UPS, Memphis Grizzlies, etc.
- **GEV (Graduate Education Voucher)**
 - Pays up to \$20,000 per year for a maximum of two years for graduate education, books and most fees.
- **NPS (Naval Postgraduate School)**
 - Pursue a Master's Degree and JPME Ph I. Program lengths vary between 18-24 months and include programs within the National Security Studies, Operations Research, Engineering and Technology, and General Operations (USW, Computer Science, Network Operations, Space Systems, & Cyber Systems).
- **LGEP (Low Residency Graduate Education)**
 - This program offers 18 and 24 month graduate education opportunities at selected schools in strategic focused programs using a minimized on-campus model. It is ideal for officers to execute in conjunction with a tour at a valued community tour.
- **PMRI (Purdue Univ. Military Research Initiative)**
 - Pursue a Master's Degree or PhD (preferred). This program is 36 months and requires Aegis experience and Dahlgren training.
- **MIT-WHOI (Massachusetts Institute for Technology - Woods Hole Institute)**
 - Obtain a Master's Degree in an Oceanography based curricula. Practical / theater ASW experience preferred.
- **Professional Initiatives Abroad**
 - Portsmouth, UK - Esquimalt, Canada - Marin, Spain - Canberra, Australia - La Spezia, Italy - Mons, Belgium - Lisbon, Portugal - Toulon, France! Expand your maritime portfolio via Instructor duty, BMD planner, Future Ops Maritime, and Maritime Lab Experiment assignments.
- **NROTC (Naval Reserve Officer Training Corps)**
 - 2-3year programs to lead, mentor, and train future Naval Officers. Master's Degree opportunities exist.

DHRB required - Talent Management Board meets in August

Not all shore opportunities are slated through the talent management board. For a comprehensive list, please visit <https://www.mnp.navy.mil/group/training-education-qualifications/e-graduate-education-and-fellowship-programs>

Contact your detailer with any questions!



A Surface Warfare Community Priority

- Expanded WTI Opportunity
 - From 2nd Tour JO to post-DH O-4s... and LDOs
 - CO's can home-grow DIVO WTIs...must be WTI-selects; engage PERS early
- Variety of Productions Tours
 - Expect to complete a post-DIVO production tour
 - Full range of commands and homeports are identified and billets properly coded that will capitalize on the tactical investment
- Graduate Education Options
 - GEV, NWC (including Fleet Seminar), NPS Distance Learning, and service War Colleges
- Selection Process – NSMWDC led
 - Seeking our most promising tactical athletes... w/ strong CO support
 - Executing a rolling application process and screening applicants into an approved "WTI Bank"... identifying, selecting and slating as early as possible



Transition to SLT CHENG

- Why are CHENGs moving to SLT?
 - Experience and Training Return on Investment
 - Additional HBO opportunities
 - Geographic Stability
 - Increased Engineering Leadership Continuity
- Execution
 - Phased roll out over next 18 months to ensure steady demand signal for future DH classes.
 - 1DH with 2208 or earlier PRD will execute traditional 2DH.
 - Officers graduating DH school prior to 2203 will execute assigned orders.
 - Select Officers will execute 36 month tours
 - Officers in DH school or slated prior to DH school will be contacted individually.
 - All submitted spot promotions will be honored. No new ENG Spot promotions will be submitted.



FY 22 DH Selection Board

- 1st Look (YG 18)
 - 58% selection (468/805)
- 2nd Look (YG 17)
 - 56% selection (123/220)
- 3rd Look (YG 16)
 - 46% selection (27/59)
- Superior performance at sea was primary selection factor.
- Ship/Platform/Command, ship employment and billet assignment not factored.
- Advanced qualifications and above RSCA ranking was favorably viewed.
- No SWO = No Selection
- Board did not have a “Zero Defect” mentality.

Continuing to be the **most selective** DH Board process in a generation



- Delayed Look
 - Any Officer can request to delay a specific look for Department Head
 - Common reasons to delay a look:
 - Attrition from another community
 - Operational deferment
 - LIMDU
 - IGEP
 - Limited opportunities to be observed at sea
- Special Additional Look
 - Governed by MPM article 1301-804
 - Granted if Officer was “uniquely disadvantaged” in regular looks or if Officer was “unfairly considered” in the normal process
- Both requests require a letter to the board to be submitted via your JO detailer
- The template can be found on the PERS-41 website.
- PERS-41 makes a recommendation and the board will vote on whether to approve or disapprove the request during board week.



Critical Skills Retention Bonuses

DHRB - \$75-105K

- Up to additional \$30K for screening first look and signing DH contract
 - Officers can sign DHRB up to YCS 6 and receive full payout amount
 - Signing before YCS 6 affords officers executive slating and Talent Management opportunities during Post-DIVO tour

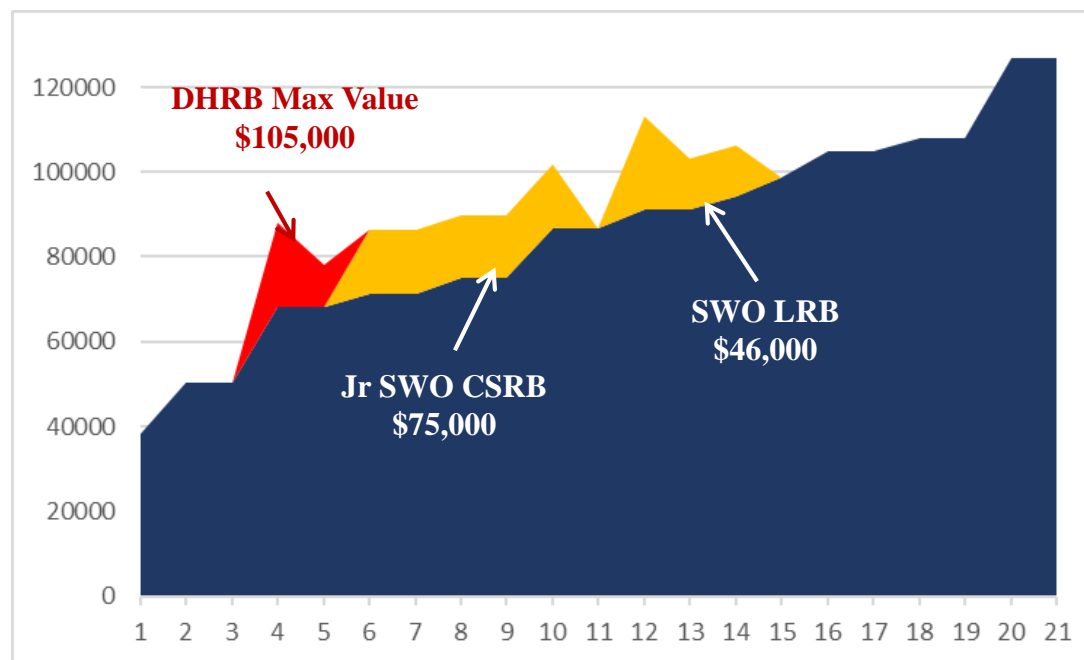
LRB - \$46K

- \$22K on 2nd anniversary of promotion to LCDR
- \$12K on 3rd and 4th anniversary of promotion to LCDR
- Must apply between 11-12 YCS

SORB - \$48K

- \$48K bonus (4 installments) for CDR CAPT
- Sign at YCS-19 and agree to serve to YCS-23
- Open to all post milestone officers starting with YG-02

SWO Compensation



Up to \$151K to Serve DH + 4 Years as LCDR



Post-DH Detailing

- Goal: Prepare Officers for Milestone Screening (CO, XO/XO*/XO-SM)
 - Competition is intense
 - DH performance alone may not be enough
 - Milestone screening drives statutory promotions
- Detailers review record focusing on DH performance and beyond
 - EOOW & TAO Letters, CMD Qual, JPME, Masters Degree
 - FITREP Breakouts (Hard and Soft against peer group)
 - FITREP Trait Avg vs RSCA & Summary Avg
 - Command Afloat Recommendations
- Detailers provide guidance on where officers need to go next to improve screening opportunity
 - Post-DH Sea/Operational Duty (30% of billet base and highest priority to fill)
 - Waterfront/Production Tours
 - DC or other high vis community tour
- Detailers timing priority is to maintain two 24-month tours between DH and CDR CMD pipeline

**Post-DH assignments are your last opportunity
to maximize your chances of screening**



CDR CMD/XO Screening

- *CDR CMD Board timing is anchored to YCS 12*
 - Officers will be considered on the CDR CMD board following their YCS 12 anniversary
 - For most officers, this will be at YCS 12.5
 - 1st look YCS 12.5, 2nd look YCS 13.5, 3rd look YCS 15.5
- Dec 2021 CDR CMD Board Composition
 - 1st look: YCS 12
 - Officers commissioned between 07DEC08 – 05DEC09
 - 2nd look: Mix (YCS 13 & PYG +3)
 - Officers commissioned before 06DEC08 who received their first look at the FY22 Board.
 - Includes remainder of YG07 and senior officers who promoted to LCDR in FY18
 - 3rd look PYG +5
 - LCDR PYG16 3rd Look in Dec 2021 (CO-Afloat or CO-SM)
 - Only XO-Afloat, XO-Afloat*, or XO-SM screen officers w/ CMD qual eligible



CDR CMD/XO Screening

- XO milestone tour update
 - As per the results of the FY-22 CDR CMD board, eligible officers competing for XO-Afloat milestones will be apportioned to XO-Afloat, XO-Afloat* and XO-Special mission.
 - XO-Afloat* officers will be primarily detailed to key O5 billets onboard CVNs, LHDs, and LHAs.
 - XO-Afloat* officers will attend XO leadership courses and be able to fill traditional XO-Afloat billets pending availability.
 - Officers apportioned to XO-Special Mission will be assigned to traditional XO-SM billets.
- Acquisition Professional (AP) Selection
 - Volunteers from 1st and 2nd look selects are screened
 - If timing allows, candidates are detailed to AP billets Pre-Command
 - Opportunity for AP career path post-Command



CDR CMD/XO Slating

- Slating/Tour Length
 - CO: Slate in seniority order (quarterly by FY)
 - Goal: out of command before O6 and MAJCMD boards
 - 18-1-18 is notional fleet up tour timing
 - Slate ~18m before reporting as XO/CO fleet up, ~12m prior for direct input CO
 - XO/XO*/XO-SM: Most officers can expect to start pipeline within 9 months of screening
 - Maximize chances of screening on 3rd look via observed XO FITREPs
 - 18m is notional tour length (some 12m unaccompanied)
 - Declinations: Officers screened for CO or XO afloat milestones that do not desire orders will be required to submit an official notification for NAVPERSCOM approval. Subsequent actions will result in the officer becoming Non-Due Course (NDC), and assignable to afloat and ashore billets per the needs of the Navy on a sea/shore rotation. Milestone declinations will be documented with a Field Code 17 (FC-17) entry in the officer's official record.

Milestone screening drives selection to O-5



Post-CDR Command Detailing

- One on one executive detailing based on experience & record
 - 6 to 8 months prior to PRD
 - More PCC Billets than PCCs
 - Will match talent to task; preferences matter
 - Man the Fleet - Will fill sea billets ahead of shore billets
- Three career goals in mind (in priority order)
 - Select for CAPT
 - Screen for Major Command
 - Building your portfolio/future potential
- Break-outs in command determine follow-on tour
 - Hard break-out (EP) – Build skillset, Joint, WC... or Sea Duty/Operational Tour
 - MP or soft break-out – Sea, overseas, community job
- Timing also important
 - Major Command 1st Look/O-6 In-zone is O5 PYG + 5 yrs
 - 2 tours between CDR CMD and MAJ CMD (~4 yr window)



Career Management





Key FITREP Points

BLK 40: Milestone Rec

Clearly state Officer's potential for next career milestone screening

Examples:

- DEPT HEAD: Pre-DH until reporting onboard for 1DH

- CDR CMD AFLOAT: 1DH until reporting onboard as CO

- MAJ CMD AFLOAT: CO thru reporting onboard for Maj Cmd

| | | | | | | | |
|--|-----|----------------------|-------------|------------|---|-----------------------|--|
| 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School. | | | | | | CDR COMMAND AFLOAT | EARLY COMMAND |
| 41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. | | | | | | | |
| <p>*** NUMBER 1 of 5 OUTSTANDING DEPARTMENT HEADS! ***</p> <p>READY TO SUCCEED IN COMMAND TODAY! _____ is the heartbeat of our combat readiness!</p> <ul style="list-style-type: none">- OUTSTANDING SURFACE WARFARE LEADER. Unquestionable wardroom leader. An inspirational mentor and dedicated professional. It would be impossible to find a more positive influence for JO development fleet wide. Her drive, mission focus, and command presence are unparalleled - performance on par with two XOs!- MY NUMBER ONE WARFIGHTER. Hands down my best TAO and special evolution OOD! The one I trust to train and qualify my four newest DH TAOs. Developed a comprehensive Strike Group Air Defense Training Plan establishing innovative lines of effort to increase CSG integration - sets the standard for all warfare commanders to follow. Finalist for SURFOR SWO of the Year!- LEADS ENTIRE COMMAND TO SUCCESS! Led us to CNO/SECNAV Safety Awards, authored the Enlisted Women's Leadership Award Winner, and garnered "best CIC team on the waterfront in three years" during ATG Warfare Assessment. Everything she leads turns to gold! <p>The most accomplished Department Head I've worked with in two Command Tours!</p> <p>** FIRST LOOK SCREEN FOR COMMAND, DEEP SELECT FOR O4, MERIT RE-ORDER SHE IS THAT GOOD! **</p> | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER |
| 42. INDIVIDUAL | | | | | | X | |
| 43. SUMMARY | | 0 | 0 | 0 | 1 | 1 | |
| 45. [Redacted] | | | | | 46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. [] I do not [] | | |
| Member Trait Average: 5.0 | | | | | Summary Group Average: 4.71 | | |



Key FITREP Points

BLK 41: Comments on Performance

Clear, concise statements above and below narrative

Examples:

- 1 of 5 DEPT HEADs
- 1 of 10 SQDN DHs
- 1 of 5 DHs across all designators

2 lines of bearing:

BLK 40 - CDR CMD Afloat

Correlates to

BLK 41 - SBO language and CAS recommendation

| | | | | | | | |
|---|-----|-----------------------------|-------------|------------|-----------------|---|--|
| 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School. | | | | | | CDR COMMAND AFLOAT | EARLY COMMAND |
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| *** NUMBER 1 of 5 OUTSTANDING DEPARTMENT HEADS! *** | | | | | | | |
| READY TO SUCCEED IN COMMAND TODAY! _____ is the heartbeat of our combat readiness! | | | | | | | |
| <ul style="list-style-type: none">- OUTSTANDING SURFACE WARFARE LEADER. Unquestionable wardroom leader. An inspirational mentor and dedicated professional. It would be impossible to find a more positive influence for JO development fleet wide. Her drive, mission focus, and command presence are unparalleled - performance on par with two XO's!- MY NUMBER ONE WARFIGHTER. Hands down my best TAO and special evolution OOD! The one I trust to train and qualify my four newest DH TAOs. Developed a comprehensive Strike Group Air Defense Training Plan establishing innovative lines of effort to increase CSG integration - sets the standard for all warfare commanders to follow. Finalist for SURFOR SWO of the Year!- LEADS ENTIRE COMMAND TO SUCCESS! Led us to CNO/SECNAV Safety Awards, authored the Enlisted Women's Leadership Award Winner, and garnered "best CIC team on the waterfront in three years" during ATG Warfare Assessment. Everything she leads turns to gold! | | | | | | | |
| The most accomplished Department Head I've worked with in two Command Tours! | | | | | | | |
| ** FIRST LOOK SCREEN FOR COMMAND, DEEP SELECT FOR O4, MERIT RE-ORDER SHE IS THAT GOOD! ** | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER |
| 42. INDIVIDUAL | | | | | | X | |
| 43. SUMMARY | | 0 | 0 | 0 | 1 | 1 | |
| 45. [Redacted] | | | | | | 46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not <input type="checkbox"/> | |
| Member Trait Average: 5.0 | | Summary Group Average: 4.71 | | | | | |



Key FITREP Points

BLK 41: Comments on Performance

Narrative should speak to what we value for Command at Sea

Specifically, proficiency in:

- Leadership
- Tactical watch standing
- Shiphandling

| 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School. | | | | | | CDR COMMAND AFLOAT | EARLY COMMAND |
|---|-----|----------------------|-------------|------------|---|-----------------------|--|
| 41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. | | | | | | | |
| *** NUMBER 1 of 5 OUTSTANDING DEPARTMENT HEADS! *** | | | | | | | |
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| ** FIRST LOOK SCREEN FOR COMMAND, DEEP SELECT FOR O4, MERIT RE-ORDER SHE IS THAT GOOD! ** | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER |
| 42. INDIVIDUAL | | | | | | X | |
| 43. SUMMARY | | 0 | 0 | 0 | 1 | 1 | |
| 45. [Redacted] | | | | | 46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. [] I do not [] | | |
| Member Trait Average: 5.0 | | | | | Summary Group Average: 4.71 | | |



Key FITREP Points

BLK 42/43/45: Trait Average

Clear, concise, and consistent message

3 lines of bearing:

BLK 40 - CDR CMD Afloat

Correlates to

BLK 41 - SBO language and CAS recommendation

BLK 42-45 – HBO with numbers to match

| | | | | | | | |
|---|-----|-----------------------------|-------------|------------|---|-----------------------|--|
| 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School. | | | | | | CDR COMMAND AFLOAT | EARLY COMMAND |
| 41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. *** NUMBER 1 of 5 OUTSTANDING DEPARTMENT HEADS! *** READY TO SUCCEED IN COMMAND TODAY! _____ is the heartbeat of our combat readiness! <ul style="list-style-type: none">- OUTSTANDING SURFACE WARFARE LEADER. Unquestionable wardroom leader. An inspirational mentor and dedicated professional. It would be impossible to find a more positive influence for JO development fleet wide. Her drive, mission focus, and command presence are unparalleled - performance on par with two XOs!- MY NUMBER ONE WARFIGHTER. Hands down my best TAO and special evolution OOD! The one I trust to train and qualify my four newest DH TAOs. Developed a comprehensive Strike Group Air Defense Training Plan establishing innovative lines of effort to increase CSG integration - sets the standard for all warfare commanders to follow. Finalist for SURFOR SWO of the Year!- LEADS ENTIRE COMMAND TO SUCCESS! Led us to CNO/SECNAV Safety Awards, authored the Enlisted Women's Leadership Award Winner, and garnered "best CIC team on the waterfront in three years" during ATG Warfare Assessment. Everything she leads turns to gold! The most accomplished Department Head I've worked with in two Command Tours! ** FIRST LOOK SCREEN FOR COMMAND, DEEP SELECT FOR O4, MERIT RE-ORDER SHE IS THAT GOOD! ** | | | | | | | |
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| 45. [Redacted] | | | | | 46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not <input type="checkbox"/> | | |
| Member Trait Average: 5.0 | | Summary Group Average: 4.71 | | | | | |



Statutory Board Considerations

- Ensure promotion recommendation included in blk 41
- Screening status is not part of record – need to tell the board what the Community has decided
- Lead FITREP bullets should read:
 - MAJOR COMMAND: **Screened Major Command**
 - CO-Afloat screened officers: **Screened Commander Command Afloat**
 - CO-SM screened officers: **Screened Commander Command**
 - XO-Afloat screened officers: **Screened for Executive Officer Afloat**
 - XO-SM screened officers: **Screened for Executive Officer**
 - DH screened officers: **Screened for Department Head**
 - DH screened officers w/contract: **Screened for Department Head/DH Contract Signed**

Document success at-sea to support promotion



How Your Record is Briefed

Officer Summary Record (OSR)

Performance Summary Report (PSR)

| | | | | | | |
|---------------------------|---------------------------|-------------------|--------------------------|-------------|--|---------------|
| [REDACTED] | | YG 99 | DATE PROC: 140386 | | | |
| SSN | FILE NO | DESIGNATOR | DATE OF BIRTH | AGE | PRIC. SERV. DATE | PER BOARD USE |
| [REDACTED] | [REDACTED] | 1110 | [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] |
| SECRET FLAG | CAPT | CSN | LCN | LT | LTJG | SN |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] |
| PRESENT DUTY DESIGN | | | PRESENT BELLET | | | |
| CNAVPERS/COM MILL | | | PERS DIST OFF/ | | | |
| EDUCATION | | | SERVICE SCHOOLS ATTENDED | | | |
| COLLEGE | DATE/LEVEL | MAJOR | LANG. PROF | TEST/SCORE | | |
| MONTEREY USNA | 86 MASTER | MECH ENG NAV ARCH | FRA 2616 | 5002P 62055 | COURSE: SWOS DEPT HD 24 DATE/SCORE: 0709 | |
| 86 BACH/1 PR | | | | | COURSE: ADV OFF LDRSHIP 01 DATE/SCORE: 0211 | |
| ACTIVE DUTY DATE | PREVIOUS MILITARY SERVICE | YEAR | MONTHS | REMARKS | | |
| 009524 | | | | | | |
| PERSONAL RECOGNITIONS | | | | | | |
| NAV COM 03 NAV ARCH 03 | | | | | | |
| SPECIAL QUALIFICATIONS | | | | | | |
| 1 PERS DIST OFF | 2 SURFACE WARFARE | 3 ASW/NTOWOP | 4 | 5 | 6 | 7 |
| 3 FLAG LT | 4 SMS AGES 03 | 5 ASW/NTOWOP | 6 | 7 | 8 | 9 |
| 5 CMST SYS | 6 OOD FLEET 03 | 7 | 8 | 9 | 10 | 11 |
| 7 SHIP NAVY GEN | 8 INTD TAG 03 | 9 | 10 | 11 | 12 | 13 |
| 9 ASW REP | 10 JPMC PHASE1 | 11 | 12 | 13 | 14 | 15 |
| 11 SURF WAR 03 | | | | | | |

- Tale of 2 CO's
1) HBO in 1st tour, then...
2) ?? 2nd CO

- SWO Heavy-lift jobs
post-DH

"Think of Halsey, Nimitz, and Spruance embodied in one SWO LT... Flag potential" -CO

"...potential is limitless" -CO
VERY vanilla.

Fully Qual'd

Official photos are required

| PERFORMANCE SUMMARY REPORT | | | | | | | | | | | | | | | PAGE 1 OF 2 | | | | | | | | | |
|----------------------------|--------------------------|---------------|------------------|------------------|-----------------------|----|--------------|--------|---|-------|---|---|--------------|--------------|-------------|--|---------------|----|---|----|----|------|----------|----|
| NAME(LAST, FIRST, MIDDLE) | | | | | DESIGRATE | | | | | SSN | | | | | | | | | | | | | | |
| | | | | | 1110 | | | | | ***** | | | | | | | | | | | | | | |
| PG | STATION | DUTY | DATES | M O S | REPORTING SENIOR NAME | PG | TITLE | TRAITS | | | | | AVERAGES | | R/S | | PROMOTION REC | | | | | PRT | RPT TYPE | |
| | | | | | | | | 1 | 2 | 3 | 4 | 5 | IND SUM | R/S CUM | | | SP | PR | P | MP | EF | | | |
| 01 | SOURCE SCHOOL | RAIL INS TR | 052400 062600 | 1 | | 06 | CO | | | | | | 0.00 0.00 | 0 0.00 | | | 0 | 0 | 0 | 0 | 0 | P/MS | RG | |
| 01 | | SOURCE SCHOOL | RAIL INS TR | 062700 083000 | 2 | | 06 | CO | | | | | 0.00 0.00 | 0 0.00 | | | 0 | 0 | 0 | 0 | 0 | P/MS | RG | |
| 01 | SWOS NEWPORT RI | STUDENT | 083100 031601 | 7 | | 06 | DIRECTOR | | | | | | 0.00 0.00 | 0 0.00 | | | 0 | 0 | 0 | 0 | 0 | P/MS | RG | |
| 01 | USS SHIP | ASWO | 031601 052302 | 14 | | 05 | CO | 0 | 0 | 0 | 4 | 3 | 4.43 4.71 | 3.90 4.05 | | | 0 | 0 | 4 | 0 | 0 | P/MS | RG | |
| 02 | USS SHIP | ASWO | 052402 101802 | 5 | | 05 | CO | 0 | 0 | 0 | 2 | 5 | 4.71 4.05 | 3.90 4.05 | | | 0 | 0 | X | 1 | 0 | P/MS | RG | |
| 02 | USS NEXT SHIP | NAVIGATOR R | 101902 020703 | 4 | | 05 | CO | 0 | 0 | 0 | 4 | 3 | 4.43 4.30 | 3.90 4.20 | | | 0 | 0 | X | 7 | 0 | P/MS | RG | |
| 02 | USS NEXT SHIP | NAVIGATOR R | 020803 050304 | 15 | | 05 | CO | 0 | 0 | 0 | 7 | 0 | 4.00 3.90 | 3.90 3.90 | | | 1 | 0 | X | 4 | 0 | P/MS | RG | |
| 03 | NAVPGSCHOOL MONTEREY | STUDENT | 050404 013105 | 9 | | 06 | DEAN OF STU | | | | | | 0.00 0.00 | 0 0.00 | | | 0 | 0 | 0 | 0 | 0 | P/MS | RG | |
| 03 | NAVPGSCHOOL MONTEREY | STUDENT | 020105 013106 | 12 | | 04 | DEPUTY D RAN | | | | | | 0.00 0.00 | 0 0.00 | | | 0 | 0 | 0 | 0 | 0 | P/MS | RG | |
| 03 | NAVPGSCHOOL MONTEREY | STUDENT | 020106 121506 | 11 | | 05 | DEAN OF STU | | | | | | 0.00 0.00 | 0 0.00 | | | 0 | 0 | 0 | 0 | 0 | P/MS | RG | |
| 03 | SWOS/COM | STUDENT | 121606 090707 | 9 | | 05 | DIR MAR NAU | | | | | | 0.00 0.00 | 0 0.00 | | | 0 | 0 | 0 | 0 | 0 | P/MS | RG | |
| 03 | USS 3 RD SHIP | CHENG | 090807 013108 | 5 | | 06 | CO | 0 | 0 | 0 | 0 | 6 | 5.00 4.89 | 4.89 4.89 | | | 0 | 0 | 0 | 0 | 1 | X 1 | RG | |
| 03 | USS 3 RD SHIP | CHENG | 020108 062608 | 18 | | 06 | CO | 0 | 0 | 0 | 0 | 7 | 5.00 4.87 | 4.90 4.90 | | | 0 | 0 | 0 | 0 | 2 | X 1 | RG | |
| 04 | USS 4th SHIP | CHEN | 020109 123109 | 9 | | 06 | CO | 0 | 0 | 0 | 2 | 5 | 4.43 4.66 | 4.66 4.66 | | | 0 | 0 | 0 | 0 | 0 | X 1 | RG | |
| 04 | USS 4th SHIP | CHEN | 043010 043010 | 9 | | 06 | CO | 0 | 0 | 0 | 2 | 5 | 4.71 4.71 | 4.71 4.71 | | | 0 | 0 | 0 | 0 | 0 | X 1 | RG | |
| 04 | PD1 SHORE | FLAG AID R | 050110 102110 | 6 | | 08 | COMMANDER | 0 | 0 | 0 | 0 | 7 | 5.00 4.87 | 4.87 4.87 | | | 0 | 0 | 0 | 2 | 2 | X 2 | RG | |
| 04 | PD1 SHORE | FLAG AID R | 110110 040811 | 5 | | 08 | COMMANDER | 0 | 0 | 0 | 0 | 6 | 5.00 4.86 | 4.86 4.86 | | | 0 | 0 | 0 | 0 | 0 | X 1 | RG | |
| 04 | PD2 SHORE | AO | 040911 102111 | 7 | | 06 | DIRECTOR | 0 | 0 | 0 | 4 | 2 | 4.33 4.65 | 4.59 4.74 | | | 0 | 0 | X | 7 | 4 | 3 | PP | MC |
| 04 | PD2 SHORE | AO | 110111 102112 | 12 | | 06 | DIRECTOR | 0 | 0 | 0 | 1 | 5 | 4.83 4.63 | 4.74 4.74 | | | 0 | 0 | 0 | 7 | 5 | 3 | PP | MC |

"...Only limited by FR system to a P. My BEST DH, even as a JG" - CO



Selection / Screening Boards





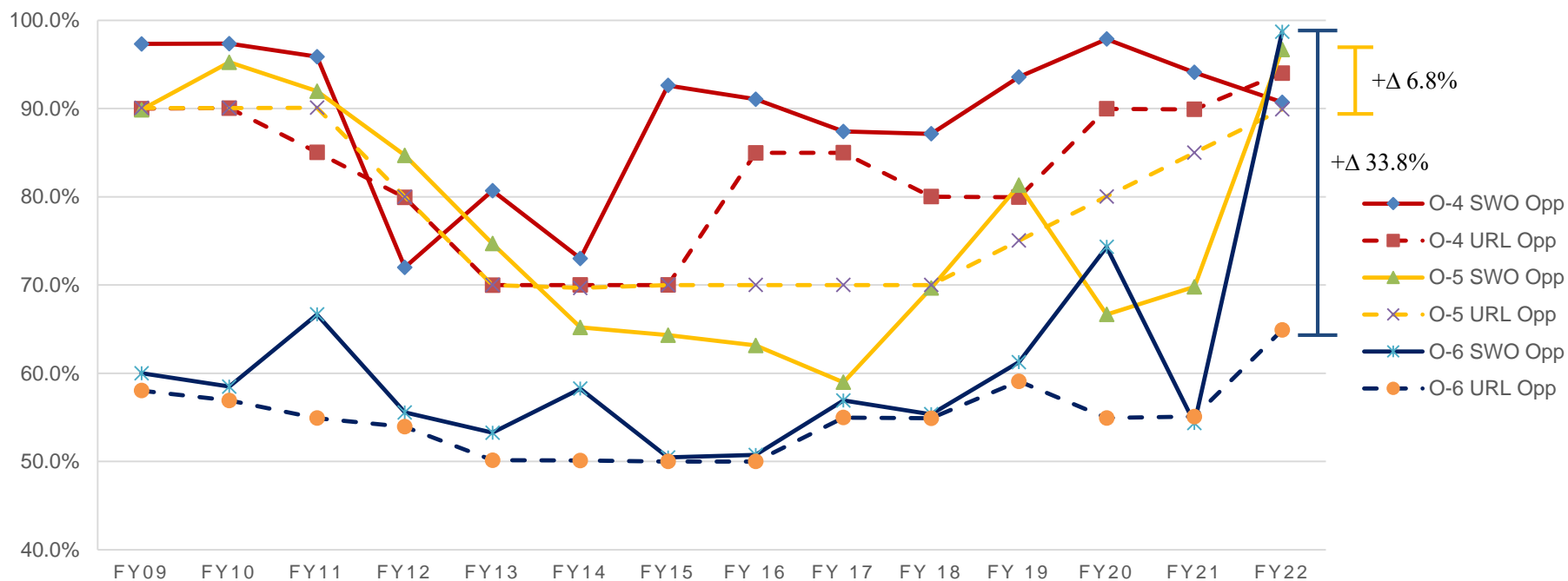
Selection / Screening Boards

- Surface Warfare is allocated ~120 voting membership and ~30 Assistant Recorder positions across ~40 different boards each FY
 - The majority of voting membership positions are required to be an O6
- Most boards require a week TDY
 - A few boards are longer, many are <1 week total TDY
- Volunteers are always encouraged
- We strategically build board experience in the fleet
 - Your first board support request will likely be for a non-community board
- O4, O5, and O6 statutory boards in addition to the DH, CDR CMD, and MAJ CMD administrative boards are critical to community health



Promotions/ Community Health

SWO PERFORMANCE VS URL





Bottom Line

- Recent career path changes are facilitating more at-sea/operational time – which will lead to more experienced SWO cadre manning the fleet.
- Performance in milestone tours remains the primary consideration in next milestone screening.
- Selection to and subsequent superior performance at key post-milestone assignments is increasingly significant to follow on milestone screening.

Contact your detailer!



PERS 41



Questions and Answers